



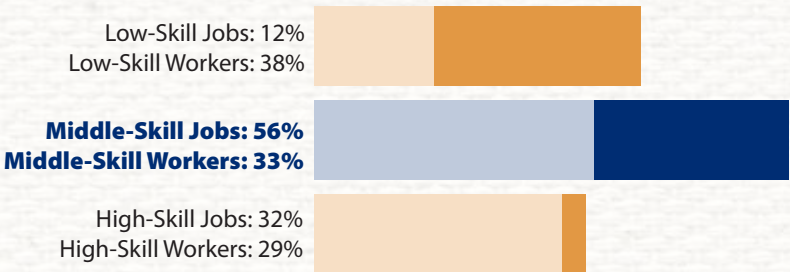
Investing in **Individuals**. Inspiring **Vitality**. Impacting **Communities**.

**Northeast Iowa Community College (NICC)** is grateful for the \$15.3 million State of Iowa allocation for the Workforce Training and Economic Development Fund. This fund is critical for new program innovation, development, and capacity-building efforts for career and technical education in Iowa's target career clusters:

- Advanced Manufacturing
- Life Sciences, including Biotechnology
- Renewable Fuels and Renewable Energy
- Healthcare Technology
- Information Technology and Insurance

### The Facts: Middle-Skill Employment Gap

Middle-skill jobs represent more than half of Iowa's employment. These jobs require more than a high-school diploma, but not a four-year degree. Unfortunately, only **33%** of Iowa's workforce has the skills to fill these critical middle-skill jobs, revealing a significant middle-skill worker gap as shown below.



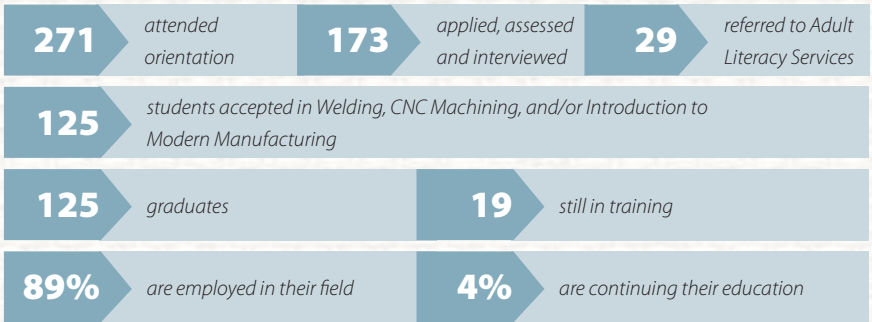
Source: Iowa Workforce Development, July 2013

In fact, the available middle-skill workforce drops to **28%** in the 8-county NICC district—a gap the College is committed to filling with the assistance of Workforce Training and Economic Development funding.

### Opportunity Meets Northeast Iowa

In response to the needs of Dubuque-area manufacturing employers, Northeast Iowa Community College and partners DubuqueWorks, Project HOPE, Dubuque Community School District and East Central Intergovernmental Agency launched the award-winning workforce training pilot, Opportunity Dubuque, in January 2012 with a goal of training **340 workers** in two years.

#### Outcomes to Date



- Dubuque 365 Impact Award
- Mid-America Economic Development Council (MAEDC), Top Workforce Development Honor



## Northeast Iowa Community College: Grateful for State Support

FY 2012 **\$317,182**

FY 2013 **\$354,285**

FY 2014 **\$703,181**

**121%**  
increase since FY12

The State of Iowa's growing support for workforce development and job training programs means Northeast Iowa Community College can reach even more low-skilled, low-income adults through credit and non-credit education and training opportunities.

## Northeast Iowa Community College: Investing Workforce Training and Economic Development Funds

**New! Industry and Education Partnerships:** Through its innovative CEO Exchange, HR Alliance, Manufacturing Alliance, and Jobs for the Future events, NICC is bringing together CEOs, HR directors, plant managers, and education leaders to discuss strategies in recruitment, retention and career awareness.

**New! Expansion of Opportunity Model:** The Opportunity Dubuque certificate model is now being replicated in Cresco, Oelwein, Manchester, and Waukon with certificate programs in advanced manufacturing, information technology, and healthcare.

**New! Career and Technical Programs:** Cutting-edge, associate's degree programs like Mechanical Engineering Technician and Industrial Maintenance position graduates for family-sustaining employment in the region.

**New! Project Lead the Way (PLTW) Expansion:** New school district PLTW programs, course offerings, and laboratory spaces will increase the reach of engineering programming to area high school students in partnership with NICC.

**New! High School Career Pathways:** A new career specialist model will closely align NICC staff with the district's 24 K-12 districts in northeast Iowa to create customized career pathway models for students, parents and counselors.

**New! State-Of-The-Art Technology:** 55% of non-high school NICC credit students are pursuing career and technical education, which is heavily reliant on current technology. NICC is partnering with industry and K-12 schools to ensure its communities have access to new technology such as 3-D printers, health simulation labs and paint simulators.

**New! Business Consortium Training:** Expanding 260F incumbent worker training with Workforce Training and Economic Development funds allows NICC to deliver unique training by pooling employees from different businesses together to save costs.

*On behalf of Northeast Iowa Community College, I thank the State of Iowa for their support in growing the middle-skill workforce and contributing to community vitality through the Workforce Training and Economic Development Fund.*



Liang Chee Wee, Ph.D.  
President, Northeast Iowa Community College

### Learn More.

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Investing in **Individuals.**  
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**Northeast Iowa Community College** *is grateful for the first-ever, \$5.5 million State of Iowa allocation for Adult Literacy programming. It has long been the goal of the Iowa community college system to increase funding for GED, ESOL and ABE programming because it is well known that those lacking a high school diploma are:*

- *more likely to live in poverty and be unemployed*
- *less likely be positively involved in their communities*
- *less likely to access higher education*

**The Facts:**  
**Northeast Iowa Community College Adult Literacy**

**Prior to FY14,** Iowa was one of only three states to rely solely on federal funding through the Adult Education and Family Literacy Act (AEFLA), which was reduced \$188,557 since FY08.

**Allocation of Federal Title II Funds to Northeast Iowa Community College:**

FY08:	\$328,575	44% Decrease Over Six Years
FY09:	\$268,285	
FY10:	\$253,213	
FY11:	\$242,246	
FY12:	\$215,549	
FY13:	\$195,140	
FY14:	\$143,018	

**\$185,557 = Total Dollar Reduction since 2008**

**As a result** of funding reductions, Northeast Iowa Community College was forced to reduce staff, reduce contact hours with students, and reduce GED program locations, leading to decreased students served and GED graduation rates.

**Adult Literacy Students Served by the College and GED Graduates** *(Includes ABE, ESOL, GED)*

<b>FY08:</b>	<b>695</b> total students served	<b>51</b> were ESOL
<b>FY08:</b>	<b>188</b> or <b>29%</b> of GED cohort	graduated
<b>FY09:</b>	<b>1,179</b> total students served	<b>190</b> were ESOL
<b>FY09:</b>	<b>194</b> or <b>20%</b> of GED cohort	graduated
<b>FY10:</b>	<b>900</b> total students served	<b>170</b> were ESOL
<b>FY10:</b>	<b>154</b> or <b>21%</b> of GED cohort	graduated
<b>FY11:</b>	<b>847</b> total students served	<b>146</b> were ESOL
<b>FY11:</b>	<b>81</b> or <b>12%</b> of GED cohort	graduated
<b>FY12:</b>	<b>574</b> total students served	<b>68</b> were ESOL
<b>FY12:</b>	<b>115</b> or <b>23%</b> of GED cohort	graduated



## Northeast Iowa Community College: Leveraging State Adult Literacy Funds

Best practices show that more instructional hours to engage our students combined with additional supportive services will assist students in graduating with their GED.

**With this knowledge**, and its \$193,376 allocation from the State of Iowa, Northeast Iowa Community College is confident it can improve its reach to the more than 13,000 residents over the age of 25 who do not have a high school diploma or GED within its district.

### Goals for fiscal year 2014:

- 20% increase in students completing their GED from the previous year
- 20% of GED graduates will continue their education in a degree or non-credit certificate program
- 50% of all students pursuing a GED will graduate or demonstrate a skills gain towards GED attainment

## New! GED Academy

To help meet our fiscal year 2014 goals, Northeast Iowa Community College developed a new **GED Academy**.

- Monthly GED academies will rotate among the ten highest demand cities within the district.

Cresco, Decorah,  
Dubuque, Dyersville,  
Manchester, New Hampton,  
Oelwein, Postville, Waukon  
and West Union



- Students will have access to career navigators funded by PACE dollars to assist with reducing barriers to continuing education and employment.
- Academy participants will have the opportunity to complete GED coursework over 16 days with up to 96 hours of instruction in math and reading/writing.

*This new educational programming opportunity afforded Northeast Iowa Community College, will contribute to our communities economic vitality and goal of meeting the skills shortage seen throughout our northeast Iowa district.*

Liang Chee Wee, Ph.D.  
President, Northeast Iowa Community College

## Learn More.

Northeast Iowa Community College Adult Literacy

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**Northeast Iowa Community College (NICC)** is grateful for this first-time, \$5 million State of Iowa appropriation for the Pathways for Academic Career and Employment Program (PACE) as well as the \$2 million continued funding for the GAP Tuition Assistance Program. These critical funds enable community colleges to provide a streamlined, comprehensive process for low-income adults to acquire education and training to secure gainful, quality, in-state employment in the following industries:

- Advanced Manufacturing
- Life Sciences, including Biotechnology
- Renewable Fuels and Renewable Energy
- Healthcare Technology
- Information Technology and Insurance

### The Facts: Northeast Iowa

PACE and GAP funding help NICC provide pathways out of poverty for residents of our mostly rural eight-county district, including:

- The more than **13,000** residents who are over age 25 without a diploma or GED
- **36%** of NICC students who are the first in their family to go beyond high school
- **79%** of NICC students who are eligible to receive financial aid
- Workers who are in need of skills upgrades to help northeast Iowa fill its roughly **28%** middle-skills employment gap

### The Inspiration: Meet our Students

NICC students are not statistics. They are the faces behind PACE and GAP funding who come to NICC for new skills, support and a clear pathway to a brighter future.



#### Frederick Hoag

Hoag experienced back to back lay-offs due to closures of two Dubuque companies before seeing a flyer at a rapid response meeting for NICC's certificate programming. Hoag applied for the welding track because of its high job demand. There was only one problem: the dislocated worker had never earned a high school diploma, a requirement for admission. Hoag was referred to the GED program at NICC and with immense personal effort and the support of career coaches and instructors, he earned his GED in less than a month followed by the welding certificate. Hoag is currently employed full time at A.Y. McDonald Manufacturing Co. in Dubuque.



#### Samantha Lahr

Despite experiencing more than her fair share of setbacks and disappointments, single mother Samantha Lahr has several reasons to celebrate. After dropping out of high school in 2006 at 18 years of age, Samantha successfully completed her GED at age 25, citing the supportive NICC staff who provided encouragement during her studies. Samantha is now beginning a new, bright future as a college student at the Peosta campus this fall in the NICC Associate of Applied Science-Business Specialist program.

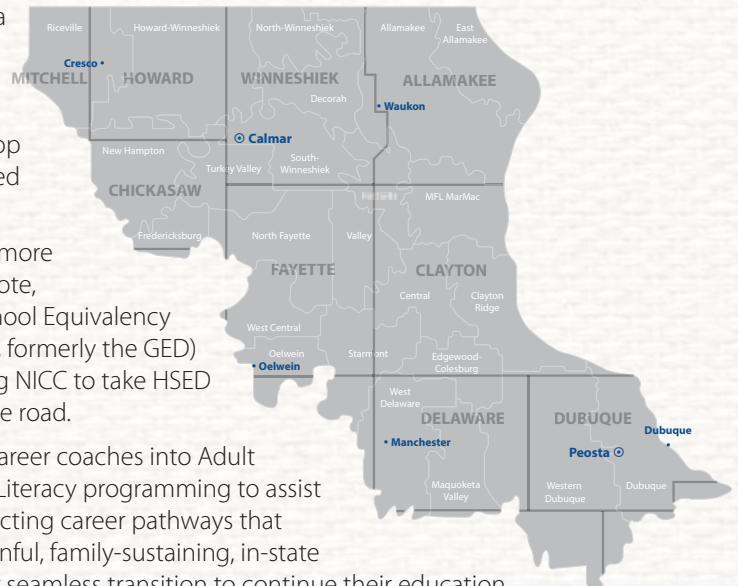
*"It's hard to make it through each day, and I don't have someone saying 'you did it' – I have that here at NICC. Thank you all for what you have done for the whole community."*



## Investing PACE Funds

PACE funding will enable NICC to sustain and expand many of its student success efforts piloted through external grant funds. These efforts include:

- Completion of a remodel at the NICC Dubuque Center to create a one-stop student-centered service model.
- Acquisitions of more laptops for remote, online High School Equivalency Diploma (HSED, formerly the GED) testing, allowing NICC to take HSED programs on the road.
- Integration of career coaches into Adult Education and Literacy programming to assist students in selecting career pathways that will result in gainful, family-sustaining, in-state employment or seamless transition to continue their education.
- Expansion of the NICC dyslexia tutoring and reading program in partnership with Unified Therapy Services of Dubuque.
- Increased academic, financial and career advising through enrollment specialists to assist students transitioning from certificate or HSED completion to credit programming.



## Northeast Iowa Community College: Grateful for GAP Tuition Assistance

Northeast Iowa Community College is pleased to have expended **100%** of its **\$99,875** GAP funds in fiscal year 2013 for career-bound certificate participants and is on pace to expend its **\$99,614** appropriation again this year. GAP Tuition Assistance makes career training a possibility for students like **Charles Hoskins**, who lost his job through a company restructure but was able to quickly retrain through the College's welding certificate program and find employment. Without GAP assistance, the program would have been out of reach for Charles.



*"The welding certification program was a very thorough series of classes. It helped to have instructors who had done this work themselves, and who know what professionals in the field know."*

— Charles Hoskins

## Outcomes: GAP Tuition Assistance Program

Source: Fiscal Year 2013 Program Outcomes



Learn more about GAP certificate opportunities and advanced manufacturing career pathways at [www.nicc.edu/advancedmanufacturing](http://www.nicc.edu/advancedmanufacturing)

### Learn More.

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